

December 28, 2005

**TO:** County Personnel Policy Board Members

**SUBJECT:** Personnel Policy Board Meeting  
Thursday, January 5, 2006  
1:30 p.m., Commissioners Hearing Room  
County-City Building, Room 112

### **A G E N D A**

ITEM 1: Request to change the pay grade for the following classifications:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT PAY GRADE</u>	<u>PROPOSED PAY GRADE</u>
0360	Grants Coordinator	C20 (\$34,771.36 – \$45,350.24)	C22 (\$37,918.40 – \$49,637.12)
0370	Worker's Compensation & Risk Management Manager	E26 (\$45,350.24 – \$59,870.72)	E28 (\$49,637.12 – \$65,879.84)

ITEM 2: Request to revise the class title and change the pay grade of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>CURRENT PAY GRADE</u>	<u>PROPOSED CLASS TITLE</u>	<u>PROPOSED PAY GRADE</u>
7890	Detention Facilitator	C20 (\$34,771.36 – \$45,350.24)	Juvenile Justice Coordinator	C25 (\$43,343.04 – \$57,137.60)

ITEM 3: Request to amend Rule 17.6 of the Personnel Rules – Rate of Pay as Result of Reallocation.

ITEM 4: Miscellaneous Discussion.

## **17.6 Rate of Pay as Result of Reallocation** (Revised ~~6/03~~ 1/06)

In the event of the reallocation of a position to a class which has a higher pay grade, the employee's rate of pay shall be increased to that step in the higher pay grade above his rate of pay prior to reallocation, or to the minimum rate of the higher pay grade, whichever is greater. If the step in the higher pay grade results in an increase of less than two and one-half percent (2.5%), the employee's rate of pay shall be increased to the next higher step in that pay grade, if available. The employee's new eligibility date shall be one year from the date of the reallocation. In the event of the reallocation of a position to a class which has a lower pay grade, the employee's rate of pay shall be decreased at least a one step. ~~If the step in the lower pay grade results in a decrease of less than two and one-half percent (2.5%), the employee's rate of pay shall be decreased to the next lower step in that pay grade, if available. Under no circumstances shall the employee's rate of pay exceed the maximum rate established for the lower pay grade. If the employee's rate of pay exceeds the maximum rate in the lower pay grade by more than one step, the employee's rate of pay shall be frozen (red-circled) until such time that the maximum rate through general increases, makes sufficient upward movement so that it exceeds the employee's rate of pay. When the maximum rate meets or exceeds the employee's frozen (red-circled) rate through general increases, the employee's frozen rate of pay shall then increase to the maximum rate.~~ In the event of the reallocation of a position to another class with the same pay grade, the employee shall be paid at the same rate in his new class. The effective date of any reallocation shall be the first day of the pay period following notification. There shall be no retroactivity, except as provided in Rule 16.6.